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Contract Database Metadata Elements

Title: **Jordan-Elbridge Central School District and Jordan-Elbridge Central School Transportation Local (T-Local), CSEA Local 1000, AFSCME, AFL-CIO, Local 834 (2009) (MOA)**

Employer Name: **Jordan-Elbridge Central School District**

Union: **Jordan-Elbridge Central School Transportation Local (T-Local), CSEA Local 1000, AFSCME, AFL-CIO**

Local: **834, 1000**

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**LABOR AGREEMENT
BETWEEN THE
JORDAN-ELBRIDGE CENTRAL SCHOOL DISTRICT
AND
JECSD TRANSPORTATION LOCAL**

February 1, 2009 – June 30, 2012

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Article 1. Definitions

Agreement	The terms and conditions in this document agreed to by authorized parties. The article and section headings used in this Agreement are intended only for document organization to aid the reader. No meaning will otherwise be construed or assumed.
Bid	The term "bid" refers to action taken by an eligible member of T-Local to request that the Transportation Supervisor consider him/her for a posted contract or non-contract assignment.
Board of Education	The Board of Education (also referred to as the "Board") is the recognized governing body for the Jordan-Elbridge Central School District.
Contract Assignment	A contract assignment (also referred to as a "Route Assignment") is a posted bus route that is generally the same each day in terms of the nature and duration of work performed.
Designee	A designee is a position authorized by the Superintendent of Schools to act on his/her behalf.
Employee	An employee is an active employee that is a recognized member of T-Local.
Employer	"Employer" is an abbreviation for the Jordan-Elbridge Central School District.
Grievance	A grievance is any claimed violation, misinterpretation, misapplication or inequitable application of the terms of this Agreement.
Grievant	A grievant is one who submits a grievance.
T-Local	"T-Local" is an abbreviation for JECSD Transportation Local.
Hearing Officer	A hearing officer is any individual or board charged with the duty of rendering decisions at any grievance stage.
Non-Contract Assignment	A non-contract assignment (also referred to as an "Extra Trip") is posted bus driving or bus attending assignment that is not a contract assignment.
Post	The term "post" refers to the action taken by the Transportation Supervisor to make known to eligible members of T-Local that a contract or non-contract assignment is open for bid.
PTO	PTO stands for Paid Time Off. PTO is measured in days. The length of one (1.0) PTO day is equal to posted hours for a contract assignment.
School Bus Attendant	A school bus attendant is an active employee that is a recognized member of T-Local.
School Bus Driver	A school bus driver is an active employee that is a recognized member of T-Local.
Superintendent of Schools	The Superintendent of Schools is the Chief Operations Officer for the Jordan-Elbridge Central School District. This position reports directly to the Board of Education.
Supervisor	A supervisor is any principal, assistant principal, immediate superior or other administrative or supervisory officer responsible for the area in which an alleged grievance arises. The term supervisor excludes the Superintendent of Schools and his/her designee.
Transportation Supervisor	The Transportation Supervisor is the position that members of T-Local (school bus drivers and school bus attendants) report directly to.

Article 2. Recognition

The Jordan-Elbridge Central School District ("Employer") recognizes JECSD Transportation Local ("T-Local") as the exclusive representative for negotiations with respect to the terms and conditions of employment for all full and part-time school bus drivers and school bus attendants, and excluding all other employees, casual and substitute employees.

Article 3. Scope of Agreement

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to terms and conditions of employment and other subjects or matters not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

Article 4. Management Rights

Section 4.01.

T-Local recognizes that the Employer has the obligation of serving the public with high quality, efficient and economical educational services. T-Local recognizes and agrees that the management of the Employer, the direction of its working force, and the exercise of the ordinary and customary functions of management, whether or not exercised by the Employer prior to the execution of this Agreement, shall be the sole discretion and responsibility of the Employer, subject to the terms of this Agreement.

Section 4.02.

The Employer retains the sole and exclusive right to manage its educational services and to direct the working force, including, but not limited to, the right to decide the number and location of its educational service operations, the educational service operations to be conducted and rendered, and the methods, processes and means used in operating its educational services, and the control of the buildings, real estate, materials, parts, tools, and machinery and all equipment which may be used in supplying its educational services; to determine the numbers and duties of employees; to maintain order and efficiency in all its departments and operations, including the sole right to discipline, suspend with or without pay and discharge employees, to hire, supervise, evaluate, layoff, assign, transfer, promote and determine the qualifications of employees; determine whether or not to subcontract, and to make the rules and regulations pertaining to employees covered by this Agreement; to determine the starting and quitting time and the number of hours to be worked, subject only to such regulations governing the exercise of these rights as are expressly provided by law, and the terms of this Agreement. The Employer reserves the right to reduce the work force at any time as conditions demand.

Section 4.03.

The Employer shall have unrestricted right to manage its affairs. This Agreement constitutes the full and complete commitments of the District and T-Local.

Article 5. Bid Procedures

Section 5.01. Bid Procedure for Contract Assignments

All open contract assignments are posted and bid every August after contract assignments are finalized based on service needs. A contract assignment will be posted when 1) a school bus driver or school bus attendant bids on and is awarded another contract assignment, 2) the contract assignment changes significantly as determined by the Transportation Supervisor or 3) the Transportation Supervisor deems it necessary to change the employee doing the contract assignment. Barring these three scenarios the contract assignment will be considered closed to bidding.

Seniority is a consideration, but not the only consideration, in awarding contract assignments. Contract assignments are determined and awarded by the Transportation Supervisor.

The Transportation Supervisor has the right to change contract assignments during the year as the need arises and to assign employees as he/she sees fit. Again, seniority is a consideration, but not at the cost of disrupting or compromising the Employer's obligation to provide safe, reliable and cost effective transportation services.

A procedure for making and awarding contract assignments in a timely and fair manner will be maintained by the Employer. The Employer reserves the right to change its procedure as the need arises.

Section 5.02. Bid Procedure for Non-Contract Assignments

A procedure for making and awarding non-contract assignments in a timely and fair manner will be maintained by the Employer. The Employer reserves the right to change its procedure as the need arises.

Article 6. Wages and Benefits

Section 6.01. Wages

- (1) Beginning the effective date of this Agreement, the wage rates for contracted school bus drivers for contract assignments will be as follows:

Years of Contracted Bus Driving Service at JECSD on Sept 30	2008-09	2009-10	2010-11	2012-12
0	\$19.00	\$19.55	\$20.15	\$20.75
1-10	\$20.00	\$20.60	\$21.20	\$21.85
11-15	\$21.00	\$21.65	\$22.30	\$22.95
16+	\$22.00	\$22.65	\$23.35	\$24.05

- (2) Beginning the effective date of this Agreement, the wage rates for contracted school bus drivers for non-contract assignments will be as follows:

<u>2008-09</u>	<u>2009-10</u>	<u>2010-11</u>	<u>2012-12</u>
\$14.80	\$15.25	\$15.70	\$16.15

- (3) Beginning the effective date of this Agreement, the wage rates for contracted school bus attendants for contract and non-contract assignments will be as follows:

<u>2008-09</u>	<u>2009-10</u>	<u>2010-11</u>	<u>2012-12</u>
\$13.50	\$13.90	\$14.30	\$14.75

- (4) Overtime will be based on a 40-hour work week (Sunday through Saturday) and will be calculated on a weighted hours worked basis.
- (5) Any contracted school bus driver or contracted school bus attendant required to report to the bus garage for a contract/non-contract assignment which is subsequently canceled or takes less than two hours to complete will receive two hours pay at the contract/non-contract assignment hourly rate.
- (6) Personnel covered under this Agreement shall be expected to work as needed on Superintendent Days or any other meeting days as designated by the Superintendent or the Board of Education. Pay will be for hours worked at the contract assignment hourly rate.
- (7) Except for Paid Time Off (PTO), the Employer will only pay for hours worked.

Section 6.02. Benefits

- (1) Paid Time Off (PTO). A contracted employee will be entitled to five (5) PTO days per year (July 1 – June 30). Days will be prorated for new employees that start mid-year. New employees must work at least three (3) full months to be eligible for this benefit. The length of one (1.0) PTO day will be equal to posted hours for a contract assignment. This will vary by contract assignment. PTO days do not accumulate from one year to the next. Paid days off are in half-day increments only. An employee will be paid his/her contract rate times the number of hours in his/her contract assignment for a paid day off.

This benefit will start July 1, 2009. Until then Article IX Section 1 (Individual Sick Leave), Article IX Section 2 (Leave On Account of Sickness In Family) and Article IX Section 6 (Personal Days) and the standard four (4) hour day (used for computing paid time off) in the contract *Agreement Between the Jordan-Elbridge Central School District and the Civil Service Employees Association, Inc., Local 1000, AFSME AFL-CIO, July 1, 2004 – June 30, 2007* will be adhered to.

- (2) Cash Out of Unused Sick Days. Except for contract school bus drivers and contract school bus attendants with five (5) or more years of continuous school bus or school bus attendant contract service with the Employer as of July 1, 2008, who may opt out (see 6.02(10)), the Employer will cash out all available sick and personal days as of June 30,

2009 at the rate of \$20 per day up to 150 days. If the employee elects to put the payment directly into a 403b with a qualified 403b vendor, then the Employer will pay \$25 per day up to 150 days.

- (3) Payment for Unused PTO days. The Employer will pay for up to five (5) unused PTO days. This benefit is intended to encourage and reward good attendance. In general, PTO is intended for use when the employee is unable to work (e.g., employee sick, immediate family sick) and not to be used to extend time off. The employee is required to give the Transportation Supervisor a documented excuse if his/her PTO exceeds two days."
- (4) An employee will be excused from work to perform required jury duty. The employee must give proof of required jury duty to the Transportation Supervisor. All court compensation for jury duty will be surrendered to the Employer by the employee.
- (5) An employee will be excused from work for bereavement due to the loss of an immediate family member (parent, spouse, child, sibling, grandparent) for up to three (3) days per instance without a loss of pay or a charge against PTO.
- (6) Employer Pension Contribution. An employee must elect in writing to participate or not participate in the New York State Employee Retirement System (ERS). The Employer will make legally required payments to the contracted employee's account each pay period. The employee contribution rate for employees with less than ten (10) years of service in ERS is 3% of wages.
- (7) Health and Dental Insurance.
 - i) Employees contracted with the District before February 1, 2009 and with continuous contracted service immediately prior to this date can purchase health and/or dental insurance at the Employer's net cost after state aid. The State only aids the single portion of the health and dental insurance premiums. State aid is determined annually.
 - ii) Health and dental insurance premiums for July and August will be pre-paid in two equal installments in June. Remaining health insurance premiums for September through June will be paid in twenty (20) equal installments.
 - iii) Employees contracted with the District on or after February 1, 2009 are not eligible for health and/or dental insurance benefits with the District.
- (8) Flexible Spending Plan. An employee can participate in the Employer's Flexible Spending Plan at no cost.
- (9) Pre-Tax 403b. An employee can make payroll deductions to a pre-tax 403b account with a 403b vendor that has an Information Sharing Agreement (ISA) with the Employer. There is no cost to the employee for this benefit.
- (10) Employee Assistant Program (EAP). An employee can participate in this program at no cost as long as the Employer continues to make this benefit available.

- (11) Contract school bus drivers and contract school bus attendants with ten (10) or more years of continuous full-time employment with the Employer as of September 1, 2009 will be eligible to receive continued health insurance benefits when they are first eligible for NYS retirement. The employee must be enrolled in the health insurance plan for at least one year immediately prior to the retirement date to be eligible for this benefit. The contribution rate for eligible retirees will be at an amount determined by the Board of Education and may change from year to year as allowed by law.

These same employees may elect to bank and use their existing sick days until they are gone before moving to the PTO system (6.02(1)). Or, they can elect to cash out their sick days per above (6.02(2)) and move immediately to the PTO system.

- (12) If school bus driver Charles Jayne ("Jayne") retires on the effective date of this Agreement he will be eligible to receive continued health insurance benefits. The contribution rate for retiree Jayne will be at an amount determined by the Board of Education and may change from year to year as allowed by law.
- (13) Direct Deposit and Paperless Pay Stubs. An employee will be required to use direct payroll deposit and will receive paperless pay stub information via the Employer's on-line WebSense software. The District will provide a computer kiosk and printer in the Driver's Room to access this information. It will also provide training on how to access WebSense.

Article 7. Health and Safety

- (1) The Employer and T-Local agree to meet and discuss health and safety issues as needed.
- (2) The Employer has the right to make and enforce rules and regulations as it deems necessary for the purpose of maintaining order, safety and efficiency.

Article 8. Employee Evaluation and Personnel Files

Section 8.01. Employee Evaluation

The Transportation Supervisor will meet individually with each employee of T-Local at least once a year to review his/her job performance. The Transportation Supervisor will prepare a written performance evaluation. If the employee fails to participate in the performance evaluation process it will be so noted in the performance evaluation report. A copy of the evaluation and all attachments will be provided to the employee.

Section 8.02. Employer Personnel Files

- (1) An employee's official personnel file will be maintained by the Employer. Pre-employment correspondence, references, and background checks will not be accessible to the employee except as required by law.
- (2) An employee, accompanied by a designated representative of the Employer, may review all documents in his/her personnel file.

- (3) This section will not be subject to the grievance procedure. If an employee believes that material, other than performance evaluations, is inaccurate he/she may request a meeting with the Superintendent and/or designee. The Superintendent will consider the employee's objections, and may, at his or her sole discretion, remove documents from the file or provide the employee with a further opportunity to provide a written response.
- (4) Nothing in the clause shall limit the Board of Education's right to review personnel records.

Article 9. Negotiations Procedure

Section 9.01.

- (1) Every negotiated agreement resulting from negotiations shall be dated and signed by the Employer and T-Local. The negotiated agreement shall specify the date on which such agreement shall take effect and the date when the same shall expire. The terms and conditions of employment for employees covered this Agreement shall remain in full force and effect after the expiration date and until a new or different negotiated agreement has been entered into between the Employer and T-Local.
- (2) Modification, alteration or change in the provisions hereof shall be in writing and signed by the Employer and T-Local.

Section 9.02.

- (1) In the event either party wishes to amend this Agreement, reasonable notice must be given.
- (2) Notice must be given by December 1st prior to the expiration date of this Agreement if either party wishes to amend this Agreement.
- (3) All items to be negotiated shall be submitted as a package and exchanged at the first meeting of the negotiating teams by the authorized representatives of the Employer and T-Local.
- (4) No single item to be negotiated will receive final agreement until the total package has been negotiated and is ready for final ratification by the Employer and T-Local.
- (5) Both parties shall exchange information and furnish each other, upon written request within a reasonable amount of time, fundamental information pertinent to the issue under consideration.

Section 9.03.

- (1) Saving Clause. The terms of this Agreement shall not apply in any case where it is inconsistent with constitutional, statutory, or other legal provisions. If any provision of this Agreement is found to be contrary to law by the Supreme Court of the United States, or by any court of competent jurisdiction from whose judgment or decree no appeal has been taken within the time provided for doing so, such provisions shall be modified

forthwith by the parties hereto to the extent necessary to confirm thereto. In such case, all other provisions of this Agreement shall remain in effect.

- (2) Any written agreement between a public employer and an employee organization determining the terms and conditions of employment of public employees shall contain the following notice in type not smaller than the largest type used elsewhere in such agreement:

"IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFORE, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL."

- (3) Every employee organization submitting such a written agreement to its members for ratification shall publish such notice, include such notice in the documents accompanying such submission and shall read it aloud at any membership meeting called to consider such ratification.
- (4) Within sixty days after the effective date of this act, a copy of this section shall be furnished by the chief fiscal officer of each public employer to each public employee. Each public employee employed thereafter shall upon such employment be furnished with a copy of the provision of this section.

Article 10. Grievance Procedure

Section 10.01. Declaration of Purpose

The establishment and maintenance of a harmonious and cooperative relationship between the Employer and active members of T-Local is essential to the operation of the schools. It is the purpose of this procedure to secure, at the lowest possible administrative level, equitable solutions to alleged grievances free from coercion, interference, restraint, discrimination or reprisal, and by which the Employer and active members of T-Local are afforded adequate opportunity to dispose of their differences without the necessity of time consuming and costly proceedings before administrative agencies and/or in the courts.

Section 10.02. Procedures

- (1) Except at the informal stage, all grievances shall include the name and position of the aggrieved party, the identity of the provision of this Agreement involved in the said grievance, the time when and the place where the alleged events or conditions constituting the grievance existed, the identity of the party responsible for causing the said events or conditions, if known to the aggrieved party, and a general statement of the nature of the grievance and the redress sought by the aggrieved party.
- (2) Except for the informal decisions at Stage 1, all decisions shall be rendered in writing at each step of the grievance procedure.
- (3) The preparation and processing of grievances shall be conducted during non-working hours of the employee(s) involved. There shall be no interruption of work activity and/or involvement of students at any phase of the grievance procedure.

- (4) Except as otherwise provided in 10.04(1)(i) and 10.04(1)(ii) the parties shall have the right to confront and cross examine witnesses and to call witnesses and to be furnished with a copy of any minutes of the proceedings.
- (5) Forms for filing grievances, serving notices, making appeals, making reports and recommendations, and making other necessary documents will be developed and maintained by the Superintendent of Schools or his/her designee. The Superintendent of Schools or his/her designee shall then have them printed and distributed so as to facilitate operation of the grievance procedure.
- (6) If any provisions of this grievance procedure or any application thereof to any employee or group of employees in the bargaining unit shall be finally determined by any court to be contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications will continue in full force and effect.
- (7) All parties involved in the grievance shall be responsible for accumulating and maintaining a grievance record which shall consist of the written grievance, all exhibits, transcripts, communications, minutes and/or notes of testimony, as the case may be, written arguments and briefs considered at all levels other than Stage 1 and all written decisions at all stages.

Section 10.03. Time Limits

- (1) The time limits specified for either party may be extended by mutual agreement.
- (2) No written grievance will be entertained as described below, and such grievance will be deemed waived, unless written grievance is forwarded at the first available stage within ten (10) school days after the employee knew or should have known of the act or condition on which the grievance is based.
- (3) If a decision at one stage is not appealed to the next stage of the procedure within the time limit specified, the grievance will be deemed to be discontinued and further appeal under this Agreement shall be barred.
- (4) Failure at any stage of the grievance procedure to communicate a decision to the aggrieved party within the specified time limit shall permit, unless mutually extended, the filing of an appeal at the next stage of the procedure within the time which would have been allotted had the decision been communicated by the final day.
- (5) In the event a grievance is filed on or after June 1 the time limits may be exhausted prior to the end of the school term or as soon thereafter as is possible.

Section 10.04. Stages of Grievance

(1) Stage 1. Supervisor

- (i) An employee having a grievance will discuss it with the immediate supervisor, either directly or through a representative, with the objective of resolving the matter informally. The supervisor will confer with all parties. If the employee submits the

grievance through a representative, the employee shall be present during the discussion of the grievance.

- (ii) If the grievance is not resolved informally, it shall be reduced to writing and presented to the supervisor. Within five (5) school days after the written grievance is presented, the supervisor shall, render a decision thereon, in writing, and present it to the employee, and if applicable to the employee's representative. No written grievance will be entertained as described herein, and such grievance will be deemed waived unless written grievance is forwarded at this first available stage within ten (10) school days after the employee knew or should have known of the act or condition on which the grievance is based.

(2) Stage 2. Superintendent of Schools or his/her Designee

- (i) If the employee initiating the grievance is not satisfied with the written decision at the conclusion of Stage 1, a written appeal of the decision at Stage 1 with the Superintendent of Schools or his/her designee may be filed within five (5) school days after the employee has received such written decision. Copies of the written decision at Stage 1 shall be submitted with the appeal.
- (ii) Within fifteen (15) school days after receipt of the appeal, the Superintendent of Schools or his/her designee, or a duly authorized representative, shall hold a hearing with the employee, the employee's representative and all other parties in interest.
- (iii) The Superintendent of Schools or his/her designee shall render a decision in writing to the employee, and the employee's representative if applicable, within fifteen (15) school days after the conclusion of the hearing.

(3) Stage 3. Board of Education

- (i) If the employee is not satisfied with the decision at Stage 2, an appeal may be filed in writing with the Board of Education within ten (10) school days after receiving the decision at Stage 2.
- (ii) Within fifteen (15) school days after receipt of an appeal, the Board of Education shall hold a hearing on the grievance. The hearing shall be conducted in executive session.
- (iii) Within fifteen (15) school days after the conclusion of the hearing, the Board of Education shall render a decision, in writing, on the grievance. Such decision shall be promptly transmitted to the grievant and all parties.

(4) Stage 4. Binding Arbitration

- (i) After such hearing, if the employee is not satisfied with the decision at Stage 3 the employee may submit the grievance to arbitration by written notice personally served or mailed by certified mail return receipt requested to the Board of Education and Superintendent of Schools or his/her designee within ten (10) school days of the decision at Stage 3.

Submission of a grievance at this stage shall constitute the sole means for resolving

the grievance. Election of an alternative course of action or remedy prior to the submission of a grievance at this stage shall be considered to be a waiver of the right of an employee to thereafter seek recourse by means of the grievance procedure.

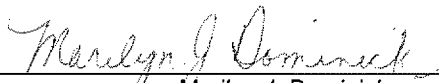
- (ii) Within fifteen (15) school days after such written notice of submission to arbitration, the Board of Education will select an arbitrator competent in the area of grievance and will obtain a commitment from said arbitrator to serve.
- (iii) The parties further agree to accept the arbitrator's decision as final and binding upon them so long as the decision does not imply any obligation which is not specifically set forth in this Agreement or requires the commission of an act prohibited by law, regulation, directive, or other obligation binding upon the Board.
- (iv) Costs of the services of the arbitrator will be borne equally by the Board of Education and the grievant.

Article 11. Duration of Agreement

This Agreement shall become effective upon its approval by a majority of the active T-Local membership, and a majority of the Jordan-Elbridge Board Members shall be binding and in full force and effect from February 1, 2009 through June 30, 2012.

In witness whereof the parties have hereunto set their hands and seals this 27th day of March 2009.

**Jordan-Elbridge
Central School District**



Marilyn J. Dominick
Superintendent of Schools

**JECSD
Transportation Local**



David G. Tripp
President



JORDAN-ELBRIDGE CENTRAL SCHOOL DISTRICT

District Office: 130 East Main St., Elbridge, NY 13060 • Mail: P.O. Box 902, Jordan, NY 13080
T: (315) 689-8500 • F: (315) 689-0084 • www.jecsd.org

March 4, 2009

RE: CONTRACT MEMORANDUM OF UNDERSTANDING


Pertaining to 6.02 (12). The District and T-Local agree to abide by the modified language below:

Option #1: Retire Immediately. This option requires Jayne to submit an irrevocable letter of resignation effective on or before March 6, 2009. Doing this will entitle Jayne to receive continued health insurance and dental insurance benefits into retirement under the terms of the CSEA contract dated July 1, 2004 – June 30, 2007, subject to changes that are allowed by law and determined by the Board of Education.

Option #2: Continue Working as a Contracted School Bus Driver. This option requires Jayne to submit a letter of resignation effective no later than June 30, 2010. Doing this will entitle Jayne to receive continued health insurance and dental insurance benefits into retirement under the terms of the current JECSD Local Transportation contracted dated February 1, 2009 – June 30, 2012, subject to changes that are allowed by law and determined by the Board of Education.

In witness whereof the parties have hereunto set their hands and seals this 4th day of March, 2009.

**Jordan-Elbridge
Central School Employer**


Marilyn J. Dominick
Superintendent of Schools

T-Local


David G. Tripp
President



JORDAN-ELBRIDGE CENTRAL SCHOOL DISTRICT

District Office: 130 East Main St., Elbridge, NY 13060 • Mail: P.O. Box 902, Jordan, NY 13080
T: (315) 689-8500 • F: (315) 689-0084 • www.jecsd.org

May 7, 2009

RE: CONTRACT MEMORANDUM OF UNDERSTANDING

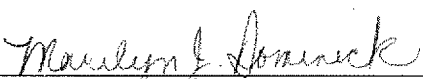
New 6.02 (12). The District and T-Local agree to abide by the new language below:

- (12) Beginning the effective date this Agreement, the wage rates for school bus detailing and other tasks that are not part of contract assignments will be as follows:

2008-09	2009-10	2010-11	2012-12
\$12.00	\$12.35	\$12.70	\$13.10

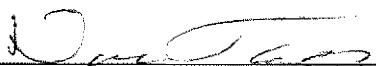
In witness whereof the parties have hereunto set their hands and seals this 7 day of May, 2009.

**Jordan-Elbridge
Central School Employer**



Marilyn J. Dominick
Superintendent of Schools

T-Local



David G. Tripp
President